



DEPARTMENT OF THE AIR FORCE
59TH MEDICAL WING (AETC)
JOINT BASE SAN ANTONIO - LACKLAND TEXAS



18 APR 2017

MEMORANDUM FOR ST

ATTN: LT COL JACQUELINE KILLIAN

FROM: 59 MDW/SGVU

SUBJECT: Professional Presentation Approval

1. Your paper, entitled **Lessons Learned From a System-wide Evidence-based Practice Program Implementation** presented at/published to **2017 Triservice Nursing Research and Evidence-Based Practice Dissemination Course, Ellicott City MD, 25-27 April 2017** in accordance with MDWI 41-108, has been approved and assigned local file #**17203**.
2. Pertinent biographic information (name of author(s) title, etc.) has been entered into our computer file. Please advise us (by phone or mail) that your presentation was given. At that time, we will need the date (month, day and year) along with the location of your presentation. It is important to update this information so that we can provide quality support for you, your department, and the Medical Center commander. This information is used to document the scholarly activities of our professional staff and students, which is an essential component of Wilford Hall Ambulatory Surgical Center (WHASC) internship and residency programs.
3. Please know that if you are a Graduate Health Sciences Education student and your department has told you they cannot fund your publication, the 59th Clinical Research Division may pay for your basic journal publishing charges (to include costs for tables and black and white photos). We cannot pay for reprints. If you are a 59 MDW staff member, we can forward your request for funds to the designated Wing POC at the Chief Scientist's Office, Ms. Alice Houy, office phone: 210-292-8029; email address: alice.houy.civ@mail.mil.
4. Congratulations, and thank you for your efforts and time. Your contributions are vital to the medical mission. We look forward to assisting you in your future publication/presentation efforts.

LINDA STEEL-GOODWIN, Col, USAF, BSC
Director, Clinical Investigations & Research Support

PROCESSING OF PROFESSIONAL MEDICAL RESEARCH/TECHNICAL PUBLICATIONS/PRESENTATIONS

INSTRUCTIONS

USE ONLY THE MOST CURRENT 59 MDW FORM 3039 LOCATED ON AF E-PUBLISHING

1. The author must complete page two of this form:
 - a. In Section 2, add the funding source for your study (e.g., 59 MDW CRD Graduate Health Sciences Education (GHSE) (SGS O&M); SGS R&D; Tri-Service Nursing Research Program (TSNRP); Defense Medical Research & Development Program (DMRDP); NIH; Congressionally Directed Medical Research Program (CDMRP); Grants; etc.)
 - b. In Section 2, there may be funding available for journal costs, if your department is not paying for figures, tables or photographs for your publication. Please state "YES" or "NO" in Section 2 of the form, if you need publication funding support.
2. Print your name, rank/grade, sign and date the form in the author's signature block or use an electronic signature.
3. Attach a copy of the 59 MDW IRB or IACUC approval letter for the research related study. If this is a technical publication/presentation, state the type (e.g. case report, QA/QI study, program evaluation study, informational report/briefing, etc.) in the "Protocol Title" box.
4. Attach a copy of your abstract, paper, poster and other supporting documentation.
5. Save and forward, via email, the processing form and all supporting documentation to your unit commander, program director or immediate supervisor for review/approval.
6. On page 2, have either your unit commander, program director or immediate supervisor:
 - a. Print their name, rank/grade, title; sign and date the form in the approving authority's signature block or use an electronic signature.
7. Submit your completed form and all supporting documentation to the CRD for processing (59crdpubspres@us.af.mil). This should be accomplished no later than 30 days before final clearance is required to publish/present your materials. If you have any questions or concerns, please contact the 59 CRD/Publications and Presentations Section at 292-7141 for assistance.
8. The 59 CRD/Publications and Presentations Section will route the request form to clinical investigations, 502 ISG/JAC (Ethics Review) and Public Affairs (59 MDW/PA) for review and then forward you a final letter of approval or disapproval.
9. Once your manuscript, poster or presentation has been approved for a one-time public release, you may proceed with your publication or presentation submission activities, as stated on this form. Note: For each new release of medical research or technical information as a publication/presentation, a new 59 MDW Form 3039 must be submitted for review and approval.
10. If your manuscript is accepted for scientific publication, please contact the 59 CRD/Publications and Presentations Section at 292-7141. This information is reported to the 59 MDW/CC. All medical research or technical information publications/presentations must be reported to the Defense Technical Information Center (DTIC). See 59 MDWI 41-108, *Presentation and Publication of Medical and Technical Papers*, for additional information.
11. The Joint Ethics Regulation (JER) DoD 5500.07-R, *Standards of Conduct*, provides standards of ethical conduct for all DoD personnel and their interactions with other non-DoD entities, organizations, societies, conferences, etc. Part of the Form 3039 review and approval process includes a legal ethics review to address any potential conflicts related to DoD personnel participating in non-DoD sponsored conferences, professional meetings, publication/presentation disclosures to domestic and foreign audiences, DoD personnel accepting non-DoD contributions, awards, honoraria, gifts, etc. The specific circumstances for your presentation will determine whether a legal review is necessary. If you (as the author) or your supervisor check "NO" in block 17 of the Form 3039, your research or technical documents will not be forwarded to the 502 ISG/JAC legal office for an ethics review. To assist you in making this decision about whether to request a legal review, the following examples are provided as a guideline:

For presentations before professional societies and like organizations, the 59 MDW Public Affairs Office (PAO) will provide the needed review to ensure proper disclaimers are included and the subject matter of the presentation does not create any cause for DoD concern.

If the sponsor of a conference or meeting is a DoD entity, an ethics review of your presentation is not required, since the DoD entity is responsible to obtain all approvals for the event.

If the sponsor of a conference or meeting is a non-DoD commercial entity or an entity seeking to do business with the government, then your presentation should have an ethics review.

If your travel is being paid for (in whole or in part) by a non-Federal entity (someone other than the government), a legal ethics review is needed. These requests for legal review should come through the 59 MDW Gifts and Grants Office to 502 ISG/JAC.

If you are receiving an honorarium or payment for speaking, a legal ethics review is required.

If you (as the author) or your supervisor check "YES" in block 17 of the Form 3039, your research or technical documents will be forwarded simultaneously to the 502 ISG/JAC legal office and PAO for review to help reduce turn-around time. If you have any questions regarding legal reviews, please contact the legal office at (210) 671-5795/3365, DSN 473.

NOTE: All abstracts, papers, posters, etc., should contain the following disclaimer statement:

"The views expressed are those of the (author(s)) (presenter(s)) and do not reflect the official views or policy of the Department of Defense or its Components"

NOTE: All abstracts, papers, posters, etc., should contain the following disclaimer statement for research involving humans:

"The voluntary, fully informed consent of the subjects used in this research was obtained as required by 32 CFR 219 and DODI 3216.02_AFI 40-402."

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40-401_IP :

"The experiments reported herein were conducted according to the principles set forth in the National Institute of Health Publication No. 80-23, Guide for the Care and Use of Laboratory Animals and the Animal Welfare Act of 1966, as amended."

PROCESSING OF PROFESSIONAL MEDICAL RESEARCH/TECHNICAL PUBLICATIONS/PRESENTATIONS

1. TO: CLINICAL RESEARCH	2. FROM: (Author's Name, Rank, Grade, Office Symbol) Killian, Jacqueline, Lt Col, O-5, 59 MDW/ST	3. GME/GHSE STUDENT: <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO	4. PROTOCOL NUMBER: N/A
5. PROTOCOL TITLE: (NOTE: For each new release of medical research or technical information as a publication/presentation, a new 59 MDW Form 3039 must be submitted for review and approval.)			
6. TITLE OF MATERIAL TO BE PUBLISHED OR PRESENTED: Lessons Learned From a System-wide Evidence-Based Practice Program Implementation			
7. FUNDING RECEIVED FOR THIS STUDY? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO FUNDING SOURCE:			
8. DO YOU NEED FUNDING SUPPORT FOR PUBLICATION PURPOSES: <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
9. IS THIS MATERIAL CLASSIFIED? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
10. IS THIS MATERIAL SUBJECT TO ANY LEGAL RESTRICTIONS FOR PUBLICATION OR PRESENTATION THROUGH A COLLABORATIVE RESEARCH AND DEVELOPMENT AGREEMENT (CRADA), MATERIAL TRANSFER AGREEMENT (MTA), INTELLECTUAL PROPERTY RIGHTS AGREEMENT ETC.? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO NOTE: If the answer is YES then attach a copy of the Agreement to the Publications/Presentations Request Form.			
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13. EXPECTED DATE WHEN YOU WILL NEED THE CRD TO SUBMIT YOUR CLEARED PRESENTATION/PUBLICATION TO DTIC NOTE: All publications/presentations are required to be placed in the Defense Technical Information Center (DTIC).			
DATE 30 Aug 2017			
14. 59 MDW PRIMARY POINT OF CONTACT (Last Name, First Name, M.I., email) Killian, Jacqueline M jacqueline.killian@us.af.mil			15. DUTY PHONE/PAGER NUMBER 757-810-0686
16. AUTHORSHIP AND CO-AUTHOR(S) List in the order they will appear in the manuscript.			
LAST NAME, FIRST NAME AND M.I.	GRADE/RANK	SQUADRON/GROUP/OFFICE SYMBOL	INSTITUTION (If not 59 MDW)
a. Primary/Corresponding Author Jacqueline Killian	O-5/Lt Col	59 MDW/ST	
b. Brenda Morgan	O-6/Col	59 MDW/ST	
c. Cubby Gardner	O-4/ST	59 MDW/ST	
d.			
e.			
17. IS A 502 ISG/JAC ETHICS REVIEW REQUIRED (JER DOD 5500.07-R)? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO			
I CERTIFY ANY HUMAN OR ANIMAL RESEARCH RELATED STUDIES WERE APPROVED AND PERFORMED IN STRICT ACCORDANCE WITH 32 CFR 219, AFMAN 40-401 JP, AND 59 MDW 41-108. I HAVE READ THE FINAL VERSION OF THE ATTACHED MATERIAL AND CERTIFY THAT IT IS AN ACCURATE MANUSCRIPT FOR PUBLICATION AND/OR PRESENTATION.			
18. AUTHOR'S PRINTED NAME, RANK, GRADE Jacqueline M Killian, Lt Col, O-5		19. AUTHOR'S SIGNATURE KILLIAN,JACQUELINE.M.1550091976	20. DATE 14 April 2017
21. APPROVING AUTHORITY'S PRINTED NAME, RANK, TITLE Brenda J. Morgan, Col, Director, Nursing Research Division		22. APPROVING AUTHORITY'S SIGNATURE MORGAN,BRENDA.J.1135100005	23. DATE April 14, 2017

PROCESSING OF PROFESSIONAL MEDICAL RESEARCH/TECHNICAL PUBLICATIONS/PRESENTATIONS

1st ENDORSEMENT (59 MDW/SGVU Use Only)

TO: Clinical Research Division 59 MDW/CRO Contact 292-7141 for email instructions.	24. DATE RECEIVED 17 Apr 2017	25. ASSIGNED PROCESSING REQUEST FILE NUMBER 17203
26. DATE REVIEWED April 17, 2017		27. DATE FORWARDED TO 502 ISG/JAC

28. AUTHOR CONTACTED FOR RECOMMENDED OR NECESSARY CHANGES: ☒ NO ☐ YES If yes, give date. ☐ N/A

29. COMMENTS ☒ APPROVED ☐ DISAPPROVED

Poster presentation based on previously approved abstract (#17066) with appropriate disclaimers. Approved

30. PRINTED NAME, RANK/GRADE, TITLE OF REVIEWER Kevin Kupferer/GS13/Human Research Subject Protection Expert	31. REVIEWER SIGNATURE KUPFERER KEVIN R. 1055557270	32. DATE April 17, 2017
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2nd ENDORSEMENT (502 ISG/JAC Use Only)

33. DATE RECEIVED	34. DATE FORWARDED TO 59 MDW/PA
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35. COMMENTS ☐ APPROVED (In compliance with security and policy review directives.) ☐ DISAPPROVED

36. PRINTED NAME, RANK/GRADE, TITLE OF REVIEWER	37. REVIEWER SIGNATURE	38. DATE
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3rd ENDORSEMENT (59 MDW/PA Use Only)

39. DATE RECEIVED April 17, 2017	40. DATE FORWARDED TO 59 MDW/SGVU April 17, 2017
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41. COMMENTS ☒ APPROVED (In compliance with security and policy review directives.) ☐ DISAPPROVED

42. PRINTED NAME, RANK/GRADE, TITLE OF REVIEWER Kevin Inuma, SSgt/E-5, 59 MDW Public Affairs	43. REVIEWER SIGNATURE INUMA KEVIN MITSUGU 1256227	44. DATE April 17, 2017
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4th ENDORSEMENT (59 MDW/SGVU Use Only)

45. DATE RECEIVED	46. SENIOR AUTHOR NOTIFIED BY PHONE OF APPROVAL OR DISAPPROVAL <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> COULD NOT BE REACHED <input type="checkbox"/> LEFT MESSAGE
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47. COMMENTS ☐ APPROVED ☐ DISAPPROVED

48. PRINTED NAME, RANK/GRADE, TITLE OF REVIEWER	49. REVIEWER SIGNATURE	50. DATE
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Lessons Learned From A System-Wide Evidence-Based Practice Program Implementation

59th Medical Wing JBSA-Lackland, Texas, USA

Lt Col Jacqueline Killian, PhD, Col Brenda Morgan, PhD and Maj Cubby Gardner, PhD



Background / Purpose

Evidence-based practice (EBP) is described as incorporating scientific evidence, clinical expertise and the patient's values and preferences into the provision of quality healthcare. Despite growing support, organizational adoption of EBP in clinical settings is inconsistent and not well described. The purpose of the 59 MDW EBP program implementation project is to determine the organization's cultural readiness for enterprise-wide implementation of EBP by identifying EBP beliefs and behaviors of the nursing staff.

Identification of the Problem

The 59th Medical Wing is an integral part of Joint Base San Antonio, Texas and is made up of seven medical groups. The Wing Chief Nurse recognized the need to establish an organizational mechanism to promote evidence-based practice for all of nursing services to better support the overall mission to provide quality care to those in our care.

- 59 MDW Evidence-Based Practice Council was established Dec 2015
- Evidence-Based Practice Program Implementation Project launched Feb 2016

EBP Question

For the nursing services staff of the 59 MDW, what impact will an EBP implementation plan have on the EBP beliefs and EBP tasks accomplished by nursing services staff?

- P = Nursing services staff of the 59 MDW
I = Implementation of an EBP program
C = Versus no program
O = EBP beliefs and behaviors of nursing staff

Behaviors

Results

Beliefs

Implementation

- Featured a pretest posttest strategy
- First step: initiation of the EBP Council
- Next steps: 1) EBP educational offerings; 2) marketing events
- Assessment via an online survey distributed by email to all nursing services personnel
- Survey instrument included:
 - Demographic items
 - Melnyk and Fineout-Overholt's (2003) EBP Instruments:
 - EBP Belief Scale
 - EBP Implementation Scale
- Surveys were offered at the start of the EBP program implementation (T1; N = 60) and again one year later (T2; N = 63).

Table 1 Sample Demographics

Demographics	T1 (n=60)	T2 (n=63)
Age	49 participants with ages 18-55 yrs.	50 participants with ages 18-55 yrs.
Gender		
Female	47	44
Male	13	19
Rank		
Officer	25	25
Enlisted	34	38
Length of time in Nursing Services		
1-10 yrs	2	7
11-20 yrs	13	12
21-30 yrs	1	11
31+ yrs	1	11

Significant Findings / Outcomes

- Results showed increases in scale items pre to post implementation, however scores were not statistically significant.
- Positive trends in nursing staff beliefs of the value of EBP, their knowledge and development of EBP skills and an increased number of EBP mentors within the organization indicate positive progress.
- Project limitations that may be impacting uptake of EBP across the organization include:
 - A lack of adoption of organization-wide EBP policy and procedures
 - Time between implementing change and measuring improvement.
- The 59 MDW is a very dynamic healthcare environment that spans multiple locations across San Antonio area. Introduction of similar complex programs have shown to take five to 10 years before an effect is noted.

59 MDW still in early phase of adoption and we are encouraged by initial findings trending in a positive direction

Sustainment / Dissemination

- Recommend monthly follow up paired with quarterly versus monthly meetings to allow ample time for progress on projects
- Encourage grassroots EBP mechanisms (unit practice councils, monthly nursing meetings, etc.)
- Improve organizational EBP enculturation by inserting EBP principles and language in organizational products, at all levels
- Results of 59 MDW EBPC efforts used to inform AF NC development of standardized EBP guidance for all of AFMS

Implications for Military Nursing / Military Health System

Development of the skills inherent in EBP (clinical inquiry, search, appraisal/application of evidence, and evaluation of practice change) can lead to innovative, inspired military nurses that provide a higher quality, safer care for our warfighters and their families.

Evidence-based practice parallels the AFMS high reliability organization principles that are at the core of Trusted Care. By promoting and supporting EBP the AF NC is leading the way.

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